

Supervision Training Programme for First Line Managers

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Learning Outcomes

By the end of the module participants will have:

- ♣ Been provided with an opportunity to reflect on their developmental needs and operational practice
- ♣ To examine the implications of an ever-changing management role and the implications for the staff they manage
- ♣ Examined the importance of managers and senior workers building and sustaining professional integrity
- ♣ Reviewed their roles and responsibilities and been equipped with materials to do their job better in child protection
- ♣ Considered the unique nature of the supervisory tasks in duty and inter-agency teams
- ♣ Better understood the value of adopting a forensic approach to the social work and supervisory task
- ♣ Examined the role of supervision in quality assurance and staff development
- ♣ Explored messages around organisational and professional dangerousness and considered correctives and their role in their application
- ♣ Considered the nature of errors in the exercise of professional judgement
- ♣ Addressed problems of analysis and provided suggestions to help redress them
- ♣ Established individual and group action points that can secure future improvements in strategic planning and operational practice

Programme

Day 1 Benchmarking and Contextualising – supervision in a climate of change

- 9.15 Arrival and coffee
- 9.30 Introductions to course with contracting & expectation clarification
- 9.45 SWOT analysis – establishing a benchmark
- 11.00 Coffee
- 11.20 The current context & expectations upon us
 The current challenges of your (ever-changing) roles
- 12.45 Lunch
- 1.30 Essential ingredients of ‘fit-for-purpose’ supervision
- 3.00 Tea
- 3.15 Drivers for/of change: taking our driving test
- 4.30 Close

Day 2 From context to consequence – practice, performance & outcomes

- 9.15 Arrival and coffee
- 9.30 Messages from day 2
- 9.45 Organisationally dangerous practice – components and correctives
- 11.00 Coffee
- 11.20 Professionally dangerous practice – origins and optimism
- 12.45 Lunch
- 1.30 Errors in child protection decision-making
- 3.00 Tea
- 3.15 Errors in child protection decision-making
- 4.30 Close

Day 3 Risk & decision making in child protection

- 9.15 Arrival and coffee
- 9.30 Messages from day 1
- 9.45 Risk roadmap exercise
- 11.00 Coffee
- 11.20 Risk – charting the evidence-based landscape
- 12.45 Lunch
- 1.30 Unravelling defensible decision making
- 3.00 Tea
- 3.15 Disguised Compliance in our clients – messages for managers
- 4.30 Close

Day 4 Enhancing confidence, building confidence & improving outcomes

- 9.15 Arrival and coffee
- 9.30 Messages from block 1 (days 1-to-3)
- 9.45 Exercising Professional Judgement
- 11.00 Coffee
- 11.20 Exercising Professional Judgement
- 12.45 Lunch
- 1.30 Analysis – problems & possibilities
- 3.00 Tea
- 3.15 Analysis – a decision-making framework
- 4.30 Close

Day 5 Supervision and integrated working – exploring the key issues

- 9.15 Arrival and coffee
- 9.30 Messages from day 4
- 9.45 Supervision in an integrated world
- 11.00 Coffee
- 11.20 Disguised compliance in professional colleagues
- 12.45 Lunch
- 1.30 Duty & intake issues: mapping essential supervisory tasks
- 3.00 Tea
- 3.15 Recording as Risk Management
- 4.30 Close

Day 6 Supervision in the 21st Century – Old Lessons & New Ideas

- 9.15 Arrival and coffee
- 9.30 Messages from day 5
- 9.45 Leadership, management & supervision
- 11.00 Coffee
- 11.20 Emotionally intelligent supervision
- 12.45 Lunch
- 1.30 Resurrecting reflective supervision
- 3.00 Tea
- 3.15 Course evaluation & action plan for application
- 4.30 Close